



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

RECEIVED by LU 1245
FEB. 7, 2002
**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee Nos. 12849 and 12891
Customer Field Services – Gas Service – San Francisco

Carol Pound
Company Member
Local Investigating Committee

Frank Saxsenmeier
Union Member
Local Investigating Committee

Subject of the Grievance

These cases concern Company's requiring employees to submit itemized meal receipts when seeking reimbursement for out-of-pocket costs associated with overtime meals.

Discussion

The PRC discussed these cases and agreed to return them to Fact Finding for settlement in accordance with those discussions.

Decision

A fully signed copy of the Memorandum of Distribution should be forwarded to the PRC for the file. The PRC retains jurisdiction of this case, should the Fact Finding Committee not be able to reach agreement. This case is considered closed on the basis of the foregoing.

Margaret A. Short, Chairman
Review Committee

2/7/02
Date

Sam Tamimi, Secretary
Review Committee

2-07-02
Date

MEMORANDUM OF DISPOSITION
San Francisco Grievance – Gas Service
Fact Finding Committee No. 12891

Grievance Issue:

This case concerns the Company's denial of reimbursement to the Grievant for three overtime meals because he failed to provide itemized receipts as required by the policy in the Gas Service Department. This case was returned to the Fact Finding committee by the Pre-Review Committee for settlement along with grievance no. 12849, which concerns the reasonableness of the policy on meal reimbursement.

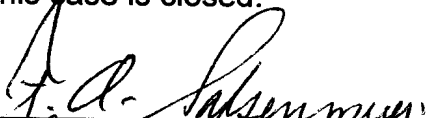
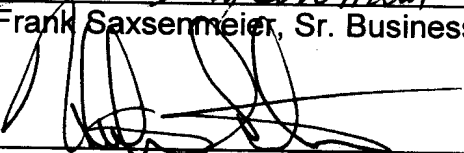
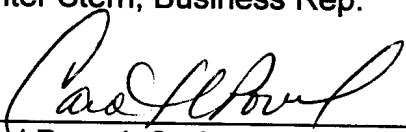
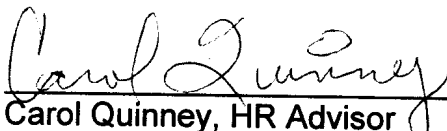
Discussion:

There was no dispute amongst the Fact Finding Committee nor Pre-Review Committee members that the amounts incurred by the grievant were both reasonable for the area and that the employee had earned the overtime meals in accordance with the Agreement. The dispute centered around the policy instituted by the Gas Service Director and whether or not it was reasonable to require itemized receipts for all meals as a condition of reimbursement.

Decision:

The Fact Finding Committee agreed to settle this case without prejudice to the position of either party, by paying the grievant for the three meals incurred. It is understood that employees are still required to provide itemized receipts where they are provided by the restaurant, prior to reimbursement for meals. Grievance No. 12849 upholds the Company's right to review the reasonableness of meals by requiring itemized receipts where the restaurant provides them and recommends that management communicate steps to address the situations where restaurants don't provide them.

This case is closed.

 Frank Saxsenmeier, Sr. Business Rep.	<u>concur/dissent</u>	<u>2/21/02</u> date
 Hunter Stern, Business Rep.	concur/dissent.	<u>2/21/02</u> date
 Carol Pound, Sr. Labor Rel. Rep.	<u>concur/dissent</u>	<u>2-19-02</u> date
 Carol Quinney, HR Advisor	<u>concur/dissent</u>	<u>2-21-02</u> date